



MASAGANANG SAKAHAN, INC.
A LANDBANK SUBSIDIARY

PERFORMANCE SCORECARD

Component						Baseline Data (if applicable)		Target	Accomplishment	Rating	
	Objective/Measure	Formula	Weight	Rating System	Data Provider	2013	2014	2015	2015		
STAKEHOLDERS	SO 1	Strengthen the Market Access of LandBank Assisted Cooperatives									
	SM 1	Primary Market* Developed	(Total No. of Retailers/ End-Users Accounts)	10%	(Actual/Target) X Weight		N/A	31	35	35	10.00%
	SM 2	Volume of Rice Sold	Volume of Rice (bags)	10%	(Actual/Target) X Weight		N/A	6,578 bags	7,500 bags	10,962 bags	10.00%
	SO 2	Strengthen the Competitiveness and Technical Knowledge of the LandBank Assisted Farmer-Cooperative									
	SM 3	Total No. of Cooperative with Improved Quality of Palay that Benefitted from the Payment In Kind (PIK) Program	No. of Cooperatives	10%	(Actual/Target) X Weight		13	15	25	25	10.00%
	SO 3	Promote customer satisfaction in the delivery of services									
	SM 4	Customer Satisfaction Survey	% of respondents giving a rating of 4 (Rating: 5= Excellent; 1= Poor)	15%			N/A	N/A	Average of 4	Average of 4.52	15.00%
		Sub-total		45%							45.00%



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FINANCIAL	SO 4	Strengthen Financial Viability									
	SM 5	Increase EBIDTA Margin	Absolute Amount	10%	((Actual/Target) X Weight			5%	8%	13%	10.00%
		Sub-total		10%							10.00%
INTERNAL PROCESS	SO 5	Maintain Existing Toll Milling Process Comparable with the Grading Quality of the Industry									
	SM 6	Average Milling Recovery Rate	Absolute Percentage	15%	(Actual/Target) X Weight		N/A	63%	63%	63.43%	15.00%
	SO 6	Streamline Market Linkaging Process									
	SM 7	On-Time Delivery (Lead Time)	Average No. of Days from End of Milling to End of Delivery	10%	(Actual/Target) X Weight		Thirteen (13) Days	Not more than 12 Days	Not more than 12 Days	2.55 Days	10.00%
	SO 7	Strengthen Business and Development Support Mechanism									
	SM 8	Utilization Rate of Sta. Rosa Grain Center	Average cavans of palay	10%	(Actual/Target) X Weight)		104,401 cavans	119,535 cavans	109,000 cavans	134,778.00	10.00%
	Sub-total		35%							35.00%	



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LEARNING & GROWTH	SO 8	Develop strategic skills & competence of officers and staff									
	SM 9	Average competency in the organization	Based on the training needs analysis and number of personnel	10%	(Actual/Target) X Weight		N/A	N/A	Develop competency framework (together with LandBank)	Developed MSI Competency Framework	10.00%
		Sub-total		10%						10.00%	
		TOTAL		100%						100.00%	

Certified Correct:


BLESILDA R. MACALALAD

Head, Finance and Admin Unit

2/17/16

Date

Approved By:


ROY C. OSCILLADA

President and CEO

2/17/16

Date


CRISPINO T. AGUELO

Chairperson, Board of Directors

2/17/16

Date